

# KNOW your Agreement

FSU Fact Sheet



## Westpac Group Enterprise Agreement 2010

The new Westpac Group Enterprise Agreement 2010 brings together 20 Awards and existing Enterprise Agreements from across the Westpac Group.

The new Agreement consists of three tiers:

- Common terms that apply to all in scope employees
- Terms specific to Westpac heritage employees
- Incorporated terms from the various agreements that applied before the new Agreement

### What's my heritage?

#### Westpac Heritage

Employees previously covered by the Westpac Award and Enterprise Development Agreements and people employed after the commencement date of the new Agreement.

#### St George Heritage

Employees from St George and BankSA previously covered by the St George Enterprise Agreement 2007.

#### Wealth Heritage

Employees previously covered by Awards or Agreements in BTFG, Asgard, WFCL or WGIS.

### Common terms

The following provisions apply to all employees:

- Pay Increases
- Parental Leave
- Cashing Out Leave
- Electronic Communications
- Inductions
- Vocational Training
- Individual Flexibility Arrangements
- Introduction Of Change
- Dispute Settlement Procedure

### Westpac specific terms

The following terms apply to Westpac heritage employees:

- Pay (Minimum Rates Adjustment)
- Ordinary Hours Of Work And Loadings
- Transitional Arrangements For Saturday Work In Branches, CSC, Group Operations And ATM Operations
- Part Time Employees
- Setting Hours Of Work
- Flexible Part Time Trial
- Temporary (Casual) Employees
- Working From Home Arrangement

Continued

# Westpac Group Enterprise Agreement 2010

## Westpac specific terms (continued)

- Overtime
- Shift Work
- Time Away Days
- Public Holidays
- Performance Objectives & Assessment
- Allowances
- Transitional Top Up Payment & Reconciliation
- Superannuation
- Redundancy & Notice Of Termination
- Procedural Fairness

## Incorporated terms

The terms incorporated from the various agreements that applied before the new Westpac Agreement are listed in detail in Section 4 of the Agreement. In summary:

- *Westpac Heritage:* Provisions contained in the current Westpac Award and Enterprise Development Agreements which are not listed above are retained and incorporated into the new Westpac Agreement. These include Long Service and Annual Leave, Personal Leave, Staffing, Retrenchment, FSU Reps Rights and Higher Duties.
- *St George / BankSA Heritage:* Provisions contained in the St George Enterprise Agreement 2007 which are not included in the above Common Terms are retained and incorporated into the new Westpac Agreement. These include: Redundancy, Redeployment and Retrenchment; Personal Carers Leave; Performance Objectives; Hours of Work and Loadings.

- *Wealth Heritage:* Provisions contained in previous Awards and Enterprise Agreements which are not included in the above Common Terms are retained and incorporated into the new Westpac Agreement. These include: Redundancy, Redeployment and Retrenchment; Performance Objectives; Hours of Work and Loadings.

## Other Commitments

The Bank has also made a number of other commitments to the FSU in side letters outside of the Enterprise Agreement.

- These include:
- Packaged employee pay increases
  - Working from home arrangements
  - Launceston public holiday arrangements
  - Higher duties on Saturdays
  - Incentive payments and share scheme allocations
  - Minimum rates for Specialists

## Need more information?

For more information on your rights under the new Westpac Group Enterprise Agreement 2010 go to [www.fsunion.org.au](http://www.fsunion.org.au) or contact the Member Rights Centre on 1300 366 378.

Phone: 1300 366 378 / Email: [fsuinfo@fsunion.org.au](mailto:fsuinfo@fsunion.org.au) / [www.fsunion.org.au](http://www.fsunion.org.au)  
Authorised by Leon Carter, National Secretary - July 2010

